

Volume 35, Issue 8
August 2015



THE RESOURCE

San Diego Society for Human Resource Management



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Calendar

August Mixer
8/19/2015

Fall 12-Week SHRMCP/SCP Prep Course
9/3/2015

Fall 12-Week S/PHR Prep Course
9/14/2015

Workplace Strategies Conference
9/16/2015

October Program: Leadership Development
10/21/2015

November Program: Best Practices to Win
a Workplace Excellence Award
11/18/2015

Holiday Party
12/16/2015

2016 Law Day
1/20/2016

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President's Message

*Brenda Kasper, Esq.,
SPHR-CA, SHRM-SCP, President*

California Amends the Healthy Workplaces, Healthy Families Act of 2014

It's August and the "dog days of summer!" While most of you may be in a rather sleepy, late summer mode, I wanted to highlight the recent changes to the California Sick Pay Law just to make sure you don't miss these new changes. In July, Governor Jerry Brown signed Assembly Bill 304 ("AB 304"), which makes significant amendments to the newly enacted Sick Pay Law. These amendments take effect immediately.

For employers already in compliance with the California Sick Pay Law, these amendments do not require any action, although employers should ensure they are appropriately calculating sick pay for non-exempt employees. Nonetheless, these amendments provide some new flexibility for employers in implementing their sick time policies.

I have summarized notable amendments below:

- **Clarification on Eligibility:** The California Sick Pay Law applies to employees who worked at least 30 days in California within a year of commencement of employment. AB 304 clarifies that to be eligible for sick pay, this work must be for the same employer.
- **More Options Available to Meet Accrual Requirements:** Under the original law, employers who provided sick pay on an accrual basis had to provide eligible employees with one hour of sick pay for every 30 hours of work. Under AB 304, employers are authorized to provide accrual on a different basis as long as the accrual is on a regular basis and the employee will have 24 hours of accrued sick pay available by the 120th calendar day of employment. This provides a welcome change for employers who accrue paid time off per pay period, rather than by hours worked.
- **Compliance Guidance for Employers who Provide "Unlimited" Time Off:** The California Sick Pay Law obligates employers to provide employees with written notice that sets forth the amount of sick pay they have available on their itemized wage statement or another writing provided with the employee's wages. AB 304 allows employers who provide "unlimited" paid time off to satisfy this requirement by indicating "unlimited" on an employee's pay stub or other writing.
- **Revisions to Method for Calculating Sick Pay:** Under the original law, paid sick days for non-exempt employees were to be paid at the employee's regular hourly rate unless the employee was paid by commission, piece rate or had more than one rate of pay. AB 304 now requires that employers calculate paid sick time for non-exempt employees (1) based on their regular rate of pay for the workweek in which the employee uses paid sick time or (2) by dividing their total wages, not including overtime pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. This means that if employees only receive an hourly rate, without any other compensation such as bonuses, commissions or other incentives, sick pay will be paid at the employee's regular hourly rate. Otherwise, employers must make additional calculations to ensure they are providing non-exempt employees with appropriate compensation. Paid sick time for exempt employees must be paid in the same manner as the employer calculates wages for other forms of paid time off.
- **Clarification on Reinstatement Obligations:** Under the California Sick Pay Law, employees rehired within one year of separation must have their accrued sick days reinstated. AB 304 clarifies that this reinstatement obligation does not apply if an employee was paid out all accrued sick pay upon termination.
- **Clarification on 24 Hour Use Limitations:** The California Sick Pay Law initially provided that employers could limit an employee's use of sick time to 24 hours within each year of employment. AB 304 expands employers' ability to limit use of sick time to 24 hours within each year of employment, calendar year or other 12-month period.
- **Other Compliance Options:** AB 304 confirms that an employer is not required to provide additional paid sick days under the California Sick Pay Law if it has a paid leave policy or paid time off policy that gives employees at least the same amount of time off for covered purposes.



Brenda Kasper, Esq., SPHR-CA, SHRM-SCP, President

that satisfies the accrual, carry over and use requirements of the law. AB 304 also adds a "grandfather provision." Specifically, employers need not provide additional paid sick days if (1) before January 1, 2015, they provided paid sick time or paid time off to a class of employees under an accrual system that provided employees with no less than one day or eight hours of paid sick time within three months of employment of each calendar year, or each 12-month period, and (2) the employee was eligible to earn at least three days or 24 hours of sick pay or paid time off within nine months of employment. Unfortunately, if an employer modified a policy it had in place prior to January 1, 2015, this option is

not available, and employers must provide sick pay in accordance with the accrual or deposit method provided by the law.

- **Clarification on Recordkeeping:** AB 304 also clarifies that an employer need not ask for or record the purpose for which an employee uses sick pay or other paid time off.

Hope this information is helpful as you continue your compliance efforts for the Sick Pay Law.

As always, feel free to drop me a note at brenda@kasperfrank.com if you have questions about SHRM membership on the national or local level. I'd love to connect with you.

Meet Your 2015 Board of Directors.....

Jenna is an attorney and shareholder at Pettit Kohn Ingrassia & Lutz, where she concentrates her practice on employment litigation and counseling. She is also a co-founder of the firm's appellate practice group. Jenna represents a diverse spectrum of business entities, including Fortune 100 companies, government contractors and trade associations. She regularly assists clients in enforcing appropriate employment policies and defending all forms of employment litigation, and she routinely lectures on employment law trends and developments at human resource seminars. In 2011, Jenna received the San Diego Daily Transcript's Young Attorney award.

Jenna joined San Diego SHRM in 2010 and was a member of the Membership Committee in 2011. In addition to her active role in San Diego SHRM, she volunteers as a law student mentor and mock interviewer, moot court judge and elementary school presenter for the San Diego County Bar Association's Literacy Day and Conflict Resolution Skills Program. She has also captained several teams for the American Cancer Society's signature Relay for Life fundraising event.

Jenna graduated cum laude from the University of San Diego School of Law. During law school, she received the Faculty Achievement Scholarship and the D'Angelo Outstanding Child Advocate Award. Working with the Children's Advocacy Institute, Jenna lobbied and published an article to support increased funding for California's foster care system. She also served on the executive boards of the Women's Law Caucus and Phi Delta Phi International Legal Fraternity. Jenna completed her undergraduate studies at UC Berkeley, graduating Phi Beta Kappa with a degree in political economics.

In her free time, Jenna enjoys traveling, running, hiking, cooking and spending time with her family and friends.



Jenna Leyton-Jones, Esq.,
VP of Legislation



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Anthony Piccoli
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Mariam Roman,
Community Health Group

Member Spotlight

Congratulations to These Long-Time San Diego SHRM Members

	Years of Membership	Certification	Former SDSHRM President
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Sandy Crays	27.2		Y
David Thomas	26.7	SPHR	Y
Kim Minick	26.7	PHR	
Carla Anderson	26.6		
Terry Mendez	25.8	ABC	Y
Peter Kane	25.4		
Jack Higgins	25.4		Y
Mark Spedding	25.4		
Carole Trilling	25.2	SPHR	
Marie Dirks	24.8	M.S. SPHR	Y
Sonya Vitali	24.5		Y
Cathy Zumberge	24.3		
Patty Rosa	23.5	SPHR	
Beverley Dean	23.5	SPHR	Y
Richard Danehy	23.5	JD SPHR-CA	Y
Cathy Francis	23.4	SPHR	
Althea Salas	23.4	SPHR	
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The new SHRM certification recognizes that HR professionals are at the core of leading organizational success. It is built upon one singular body of knowledge designed to elevate the HR professional around the world. It ensures that the HR professional possesses the relevant HR knowledge required for today's workplace, but it goes one step further. The SHRM certification tests the HR professional's competencies—the ability to put knowledge to work through critical thinking and application.

These two new certifications, SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP), demonstrate who we are as HR professionals, what we do and why it matters. These professional certifications are meant to benefit the individual, the profession and the employer. They can open doors for professional advancement, serve to harmonize standards with changing expectations and signal to employers advanced professional development.

12-Week Course Information

Thursday Evenings
September 3 to November 19, 2015
6-8:30 p.m.

Location:

Brandman University
7460 Mission Valley Road
San Diego, CA 92108

Registration Fee:

Before August 20

Member: \$995
Nonmember: \$1195

After August 20

Member: \$1095
Nonmember: \$1295

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**Maximum class size is 20, registration will be closed once maximum is reached.*

Fall PHR/SPHR Prep & Exam Course

The PHR and SPHR certifications, awarded by the Human Resource Certification Institute (HRCI), are long-standing and well-recognized certifications among the Human Resource community. Earning one of the certifications demonstrates your expertise and commitment to your profession and includes you, among over 135,000 professionals worldwide, who are leaders in developing forward-thinking, dynamic HR strategies for their organizations.

12-Week Course Information

Monday Evenings
September 14 to November 30, 2015
5:30-8:30 p.m.

Location:

Brandman University
7460 Mission Valley Road
San Diego, CA 92108

Registration Fee:

Before August 31

Member: \$995
Nonmember: \$1195

After August 31

Member: \$1095
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SHRM-CP and SHRM-SCP are based on in-depth research focused on – and backed by – global employers and business leaders. They reflect what HR practitioners need to know to be leaders in their organizations and in the profession.

SHRM-CP and SHRM-SCP are your credentials, based on the current HR landscape. This certification is 100% focused on the Competencies and Knowledge all HR professionals need to lead in today's business community.

A world-class credential deserves world-class exam preparation.

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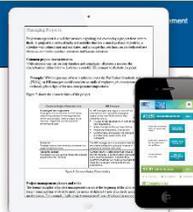
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2015 SHRM-CP/SHRM-SCP Exam Schedule

	Spring Exam	Winter Exam
Exam Window	May 1—July 15, 2015	Dec. 1, 2015—Feb. 15, 2016
Regular Application Deadline	March 13, 2015	October 16, 2015
Late Application Deadline	April 17, 2015	November 13, 2015

Visit www.shrmcertification.org for more details.

Don't delay! Early Bird Registration deadline is 8/20/2015!



Join San Diego SHRM's SHRM Learning System study group. For more information, contact Justi Uden by calling 866-632-1492 or sending an e-mail to info@sdshrm.org.



San Diego SHRM Legal and Legislative Update

Jenna Leyton-Jones, Esq., Vice President of Legislation



*Jenna Leyton-Jones, Esq.,
Vice President of Legislation*

LEGISLATION

California Paid Sick Leave Law Amended and Clarified

On July 13, 2015, Governor Jerry Brown signed a bill (AB 304) amending and clarifying California's recently enacted paid sick leave law. The bill was passed as an urgency statute and took effect immediately.

The Healthy Workplaces, Healthy Families Act of 2014 took full effect on July 1, 2015. The law mandates that employers are to provide paid sick leave to employees who work 30 or more days in California in a calendar year. The new bill amends several provisions of the law.

The new bill clarifies that an employee must work 30 days for the same employer in California to be eligible for sick leave, and not simply work 30 days in California. As originally enacted, the law allowed employers to provide paid sick leave either by: (1) providing 24 hours in bulk at the beginning of the year or (2) allowing employees to accrue sick leave at a minimum rate of one hour for every 30 hours of work. These options were problematic for employers who tie sick leave accruals to pay periods, as opposed to time worked. The new bill provides greater flexibility by allowing the following two additional accrual methods. First, an employer may use a different accrual method, provided the accrual is on a regular basis and the employee will have 24 hours of accrued paid sick leave available by his or her 120th calendar day of employment. Second, if an employer provided paid sick leave prior to January 1, 2015 pursuant to an accrual method, that program will satisfy the law's accrual requirements if an employee (including any employee hired after January 1, 2015) will accrue eight hours of paid sick leave within three months, and the employee is eligible to earn at least 24 hours within nine months.

The new bill also provides that if an employer provides unlimited paid sick leave or unlimited paid time off, the law's written notice requirement may be satisfied by indicating on the notice or the employee's itemized wage statement that such leave is "unlimited." The new law also clarifies rate of pay. Specifically, employers may pay out paid sick leave to nonexempt employees either at the regular rate of pay for the workweek in which the employee uses paid sick leave, or by dividing the employee's total wages (not including overtime) by the employee's total hours worked in the full pay periods of the prior 90 days of employment. Paid sick leave for exempt employees should be calculated the same way as other forms of paid leave time.

JUDICIAL

California

Court of Appeal Affirms Order Denying Employer's Motion to Compel Arbitration

In *Pinela v. Neiman Marcus Group, Inc.*, a California Court of Appeal upheld the trial court's order denying a motion to compel arbitration. Neiman Marcus Group argued that an arbitrator, not a court, must determine questions of arbitration agreement enforceability, and that the subject agreement was enforceable. The trial court held that the arbitration agreement at issue, including the clause delegating authority to the arbitrator to determine the agreement's enforceability, was unenforceable because it was unconscionable.

On appeal, the appellate court confirmed that the agreement was a contract of adhesion because it was presented on a take-it-or-leave-it basis, and Pinela's consent thereto was a condition of her employment. The court also found

that the agreement was substantively unconscionable due to the inclusion of three provisions: (1) a complicated choice-of-law provision that restricted Pinela's ability to make certain legal arguments; (2) a provision shortening the statute of limitations on Pinela's claims; and (3) a provision allowing the arbitrator to order Pinela to pay certain fees and costs.

The court agreed with Pinela's argument that the Texas choice-of-law provision limited Pinela's ability to attack the agreement as a whole as unconscionable, and disabled California substantive law, which would undermine Pinela's wage and hour claims. Additionally, the provision shortening the statute of limitations was contrary to California law. Finally, the fee and cost provision unfairly burdened Pinela's exercise of her statutory rights.

The court concluded that both the delegation clause and the agreement as a whole were unconscionable and therefore unenforceable.

Pinela is yet another California decision that muddies the waters surrounding arbitration agreements. Employers are advised to consult with legal counsel to increase the likelihood that their arbitration agreements will be enforced should an employee bring a claim.

Court of Appeal Declines to Enforce Forum Selection Clause in Employment Contract

In Verdugo v. Alliantgroup, L.P., Texas-based defendant Alliantgroup, L.P. ("Alliantgroup") hired plaintiff Rachel Verdugo ("Verdugo") to work at its Irvine, California office. Upon her hire, Verdugo signed an employment agreement providing that any disputes arising out of her employment must be resolved according to Texas law, and that Harris County, Texas would be the exclusive forum for the resolution of such disputes. Verdugo filed a putative class action lawsuit against Alliantgroup, alleging multiple violations of the California Labor Code. Alliantgroup moved to dismiss the lawsuit based upon the forum selection clause. The trial court granted the motion and stayed the action, finding the clause enforceable.

The California Court of Appeal reversed. The appellate court explained that California law generally favors the enforcement of forum selection clauses. However, where unwaivable rights are at issue, the party seeking to enforce a forum selection clause must show that litigating in the contractually agreed-upon forum will not diminish in any way the substantive rights afforded under California law. According to the court, a forum selection clause could impermissibly operate as a waiver of rights if a court in the forum state applies foreign law that differs from California law.

The appellate court determined that Alliantgroup failed to satisfy its burden. The Labor Code represents a fundamental California public policy requiring employers to promptly pay all wages due to their employees. To show that Verdugo's rights under the Labor Code would not be diminished if the forum selection clause were enforced, Alliantgroup could have compared Texas and California law to determine whether Texas law violates this public policy. That is, Alliantgroup could have shown that the Texas forum would provide Verdugo with the same or greater wage and hour rights than California would, or that the Texas forum would apply California law to Verdugo's wage and hour claims. Instead, Alliantgroup merely argued that a Texas court would most likely apply California law to resolve Verdugo's claims. According to the appellate court, this showing was insufficient since it was too speculative. The court suggested that Alliantgroup could have eliminated the uncertainty about which law a Texas court would apply by stipulating to have California law apply to the wage claims. Unfortunately for Alliantgroup, it did not so stipulate. Therefore, because Alliantgroup failed to meet its burden of showing that enforcement of the forum selection clause would not diminish the unwaivable statutory rights upon which Verdugo based her claims, the trial court's order was reversed.

Following the Verdugo case, employers should review their employment contracts to determine if any forum selection clause contained therein would likely be enforceable as it relates to wage and hour claims. If a dispute involving unwaivable rights arises, employers should consider stipulating to apply California substantive law to resolve such claims.

Unpublished Opinion Demonstrates Viability of Discrimination and Harassment Claims Brought by Non-Minorities

In *Duffy v. City of Los Angeles*, a California Court of Appeal upheld a sizeable jury verdict in favor of a Caucasian male who brought harassment and discrimination claims against his former employer.

James Duffy (“Duffy”), a white male, was hired as a part-time gardener by the City of Los Angeles (“the City”) in 1991. In 1995 he was promoted to a full-time position, which he held until his retirement in 2010. Between 2001 and 2006, Duffy worked under the direction of senior parks maintenance supervisor Abel Perez (“Perez”), who is Mexican American. Throughout the years leading up to Duffy’s retirement, Perez subjected Duffy to repeated and ongoing harassment and discrimination based on Duffy’s race.

The history of Perez’s harassing and discriminating conduct is both lengthy and undisputed. Perez regularly referred to Duffy using derogatory names, and noted to Duffy and others that he hated “all white people.” Perez consistently assigned Duffy to sub-optimal job placements, often without necessary assistance, and subjected Duffy to discipline for unknown or improper reasons. Following a workplace injury in 2004 which significantly affected Duffy’s mental cognition, Perez began harassing Duffy based on his disability.

Even after Perez’s transfer to another position, Perez’s harassment and discrimination of Duffy continued. The improper conduct did not cease until Duffy accepted an early retirement package from the City which granted him, in exchange for a release of claims arising from the retirement agreement, a \$15,000 separation payment and an enhanced lifetime monthly retirement allowance.

In February 2011, Duffy filed suit against the City, alleging harassment, discrimination, and retaliation based on his race and disability. The City filed a motion for summary judgment, arguing primarily that Duffy’s claims were barred as a matter of law by his separation agreement. The motion was denied and the matter was permitted to proceed to trial. Given the tremendous evidence in support of Duffy’s claims, a jury returned a verdict in favor of Duffy, awarding him nearly \$3.3 million in damages, plus attorneys’ fees. The City appealed, arguing that the trial court should have granted its motion for summary judgment.

The City relied on the language of the early retirement agreement, arguing that the release of “claims resulting in any way from the City’s offering and [Duffy’s] acceptance” of the early retirement package should be broadly construed to amount to a general release of all claims. The appellate court instead sided with the trial court, holding that the release was limited to matters arising specifically from the early retirement agreement. Claims for discrimination, harassment, and retaliation were therefore not included.

The City must now decide whether to accept the verdict (and pay the award) or seek review by the California Supreme Court.

To date, the opinion in *Duffy* has not been published and therefore has no precedential value. Nonetheless, the case demonstrates the viability of discrimination and harassment claims brought by Caucasian individuals. The Duffy ruling also serves as a reminder to California employers that release language in separation agreements will be closely scrutinized. Unless the language in such release makes it abundantly clear that the parties intend to release all potential future claims by an employee, employers may still be subject to future litigation over claims not covered by the agreement.

Court of Appeal Allows Tolling of Statute of Limitations for Class Claims

In *Falk v. Children’s Hospital Los Angeles*, a California appellate court held that, under certain circumstances, the filing of a class action tolls the statute of limitations for claims subsequently brought by other class members.

Putative Plaintiff Michelle Falk (“Falk”) worked as a licensed vocational nurse at Children’s Hospital Los Angeles (“Children’s Hospital”) from March 2006 to August 2006.

During May 2007, a class action complaint was filed by Thomas Palazzolo on behalf of “all non-exempt or hourly paid persons.” The Palazzolo action alleged, among other things, that Children’s Hospital failed to pay overtime, denied employees meal and rest breaks, failed to reimburse for business expenses, and failed to provide proper wage statements. During December 2012, Falk filed another class action alleging claims for failure to reimburse for business expenses, failure to pay all wages earned, failure to provide proper wage statements, failure to provide meal and rest breaks, and waiting time penalties.

In the Falk action, the trial court granted summary judgment in favor of Children’s Hospital on the ground that Falk’s claims were time-barred. Falk appealed, arguing that the statute of limitations for her claims was tolled when the Palazzolo class action was filed pursuant to the California Supreme Court’s previous holding in *American Pipe*: under limited circumstances, if class certification is denied, the statute of limitations is tolled from the time of commencement of the suit to the time of denial of certification for all purported members of the class who either make timely motions to intervene in the surviving individual action, or who timely file individual actions.

Here, however, the Palazzolo case ended because Palazzolo failed to state viable causes of action; the court made no determination as to the propriety of class certification. Falk contended that where putative class members are, through no fault of their own, left without an action to pursue their claims, and certification was not denied based on a reason that would be applicable to a subsequent action, *American Pipe* tolling should apply.

The appellate court agreed, emphasizing, however, that tolling does not apply unless two underlying policy considerations are met: (1) protection of efficiency and economy in litigation as promoted by the class action device; and (2) effectuation of the purpose of the statute of limitations to protect a defendant from unfair claims. Crucial to the second consideration is that the initial class action must have provided the defendant with sufficient notice of the substantive claims brought against it, as well as the number and identities of potential plaintiffs.

The appellate court held that while the Palazzolo action was generically pleaded, it gave sufficient notice to Children’s Hospital regarding the wage claims at issue as well as the potential plaintiffs. Although the allegations in the Falk action were more specific, the claims raised were substantially similar to those alleged in Palazzolo. Applying *American Pipe* tolling, the appellate court found that Falk’s claims were tolled from the date the Palazzolo action commenced until the date the appellate court remanded the case to the trial court. As a result, Falk’s claims with a one-year statute of limitations were time-barred, but Falk’s claims with three- and four-year statutes of limitations were still viable.



**2016
Law Day**

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San Diego Society for Human
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JANUARY 20, 2016

CONNECT - BUILD - SUSTAIN - CONTRIBUTE

News from San Diego State University's Student SHRM Chapter

Ryan Prout, Incoming SDSU SHRM President, SD SHRM Student Liason

San Diego State University SHRM (SDSU SHRM) once again had a banner year. The chapter was honored to receive the **Outstanding Chapter Award** from National SHRM, the highest merit designation awarded to student chapters. This designation was earned by 28 chapters across the U.S. and SDSU SHRM is the only student chapter in California to earn this distinction. SDSU SHRM has earned this designation both years that it has participated in the SHRM merit program. Other notable accomplishments this year include the chapter's case competition team earning third place (out of 18 undergraduate teams nationwide) at the HR Case Competition at the SHRM Pacific West Regional Student Career Summit in April. Four SDSU SHRM students passed the SHRM Assurance of Learning (AOL) Assessment, and the chapter is sponsoring five students to take the AOL this summer.

The chapter's members received multiple honors this year. Jennifer Dar, SDSU SHRM President, was recognized as a **College of Business Outstanding Graduate**. Dr. Michelle Dean, SDSU SHRM Faculty Advisor, received the **SDSU Malcolm A. Love Award** for her sustained contributions to SDSU students, as well as the inaugural **College of Business Teaching Excellence Award** for her efforts working with HR students outside the classroom. SDSU HR alumnus Andy Esparza, Chief Human Resources Officer for Baker Hughes, received both the **SDSU Outstanding Alumni Award** and the **College of Business Monty Award** for his contributions to the SDSU HR program and SDSU SHRM.

Other noteworthy events included hosting a resume and LinkedIn workshop presented by local career coach Kolby Goodman, at which the chapter arranged for free professional headshots for LinkedIn profiles. Next, 14 students and two faculty advisors traveled to Austin, Texas to tour Dell Headquarters and meet with Dell HR executives. In December, students toured Qualcomm Headquarters and had an informative Q&A session with a panel of HR professionals led by Erica Fessia, Director of Global Diversity & Inclusion. In February, 13 students had the opportunity to attend a site visit at the San Diego County Regional Airport Authority, which included an in-depth presentation led by Kurt Gering, Director of Talent, Culture, & Capability and a behind-the-scenes tour of the airport terminals and tarmac. In April, the chapter hosted its second annual Mentoring Event where chapter members were able to network with 18 local HR professionals, many of whom were San Diego SHRM members. Finally, the year wrapped up with six students and Dr. Dean attending the SHRM conference in Las Vegas and being recognized for receiving the Outstanding Chapter Award.

SDSU SHRM members were devastated by the news of San Diego SHRM Past President, Natasha Arthur's passing, particularly because she was pivotal in establishing the strong ties between San Diego SHRM and SDSU SHRM. Natasha was scheduled to participate as a mentor at the SDSU SHRM Mentoring Event, but passed away two weeks prior. To recognize the instrumental role she played in the chapter, SDSU SHRM has named an award in her honor. The inaugural **Natasha Sandrock Arthur Outstanding Service Award** will be awarded at next spring's Mentoring Event to an HR professional in the community who has helped the SDSU SHRM chapter to provide professional development experiences for its members during the 2015-2016 academic year.

SDSU SHRM was chartered in Fall 2011 and has come a long way since then. SDSU SHRM is grateful to San Diego SHRM and its members for their continued support that has allowed SDSU SHRM to achieve its goals and be an award-winning chapter. The chapter is hard at work planning the upcoming year and is looking forward to the continued involvement of San Diego SHRM members in the chapter's activities, as well as student participation in San Diego SHRM events and board committees. The chapter is always looking for guest speakers for chapter meetings, HR internship opportunities and organizational site visits. For more information on how you can get involved with SDSU SHRM, please contact sdsushrm@gmail.com.



Ryan Prout, Incoming SDSU SHRM President, SD SHRM Student Liason



Workplace Strategies Conference

BUILDING FOR THE FUTURE

Connect > Build > Sustain > Contribute

Schedule at a Glance

7-8 a.m.
Registration & Breakfast with Exhibitors

8-9:15 a.m.
Welcome & Keynote Address

Five Trends Shaping the Future of Work – An Overview of the Leading Labor Trends that Will Affect All Organizations in the Upcoming Years
Bob Nelson, Ph.D., Nelson Motivation; San Diego

9:15-9:45 a.m.
Networking Break with Exhibitors

9:45-10:45 a.m. / Breakout Sessions
The Workplace Remix: What is a Multigen Workforce, and Why Should You Care?
Phil Blair, Manpower; San Diego

The Engagement Differential-Improving Your Organizational Outcomes through Talent Development
Brandon Miller, 34 Strong; Sacramento

Bogus Balance: How to Help Staff REALLY Tackle Work/Life Balance...for Everyone's Sake
Deirdre Maloney, Momentum LLC; San Diego

Workforce Readiness Track: Are You Prepared for the Job Search?
San Diego SHRM Workforce Readiness Team

10:45-11 a.m. / Session Break

11 a.m.-Noon / Breakout Sessions
Strategic Thinking or Pasta Productivity?
Timi Gleason, Executive Goals; San Diego

ROAR: How Great Leaders Build Resilient Organizations That Thrive in Disruptive Times
Sandy Asch, Alliance for Organizational Excellence LLC; Houston, Texas

This Thing Called Happiness: Linking Positive Brains to Positive Performance

Devin Hughes, ITLN; Carlsbad

Workforce Readiness Track: Building Your Brand & Networking
Lauren Goodson

Noon-12:30 p.m.
Networking Break with Exhibitors

12:30-2 p.m.
Lunch and Keynote Address

Creating and Sustaining a Culture of Service: The Zappos Story
Marcela Guterrez, Zappos.com; Las Vegas

2-2:30 p.m. / Exhibit Hall Raffles

2:30-3:30 p.m. / Breakout Sessions
Finding the "Sweet Spot": Talent Acquisition & Branding Strategies for Today's Workplace
Lauren Goodson

Understanding the Relationship Between Employee Satisfaction, Engagement & Future Behaviors to Improve the Employee Experience
Eric Feinberg

The Accountability Paradox: How to be a Good Bad Guy
Deirdre Maloney, Momentum LLC; San Diego

Social Business: Getting Work Done in the 21st Century
Stan Jeffress, vector612, LLC; San Diego

3:45-4:45 p.m.
Closing Keynote Address

Building Future Oriented Decision Making in HR
Alec Levenson, Ph.D., Center for Effective Organizations, Marshall School of Business, University of Southern California

4:45-5:30 p.m. / Networking

Current Exhibitors Include:

- Accurate Background
- Ascent Real Estate Inc.
- Brown & Bigelow
- California State University San Marcos MBA Program
- Center for Effective Organizations
- The Disneyland Resort Corporate Ticket Program
- First Investors Corporation
- Fisher & Phillips LLP
- Fragomen Worldwide
- Herman Miller
- HUB International/Intercare
- San Diego Union Tribune
- San Diego Zoo & Safari Park
- ScholarShare
- Signature Resources
- Southern California Employment Specialists
- Strive! Personal Training Studios, Inc.
- UC San Diego Extension
- U.S. Equal Employment Opportunity Commission
- Vigilant
- Zappos

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www.sdshrm.org/page/WPSHome

 **Phone**
1-866-632-1492

 **Fax**
619-243-1353

 **Mail**
SD SHRM
600 State St., Ste A
Cedar Falls, IA 50613

Full Name (First Name, Middle Name/Initial (optional), Last Name, Designations)

First Name/Nickname (to appear above full name on your badge) Company

Mailing Address

City State Zip/Postal Code

Email Address Work Phone

Please describe any special dietary considerations: _____

Do you have any disabilities that require special services? If yes, we will contact you. YES NO

Member Discounts	August Advanced	September Late	At the Door On-Site
San Diego SHRM & Collaboration Partners <i>(must have log-in or have discount code)</i>	\$225	\$250	\$275
Non Member	\$275	\$300	\$325
Special In-Transition Career Track (by Invitation Only)	\$20	\$20	\$30

Total from above: _____

Payment Method Check (payable to SD SHRM) Visa/MasterCard Discover AmEx

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HR Transition Networking Group

The HR Transition Networking group provides job search information, leads, sharing and support to HR professionals in transition. As there is no cost for participating in this group, San Diego SHRM membership is encouraged, but not required. The sessions are typically 1-1.5 hours, but individuals can come/leave as they like. The group averages 4-8 participants each session, which provides a great opportunity to meet other HR professionals. If you would like to be added to our email group, please send your name and contact information to info@sdshrm.org.

Meeting Details:

Second and Fourth Wednesday at 6 p.m.

Brandman University
7460 Mission Valley Road
San Diego, CA 92108

Meeting Format:

- * Introductions; learn/practice the Elevator Speech
- * Topic of the night (below)
- * Leads/sharing/open forum

Schedule:

8/12:

Identifying Your Ideal Career Opportunity

Workshop designed to help you target opportunities that best suit you.

8/26:

Using LinkedIn Effectively

A robust and vital tool for job search, networking, references, researching and gathering intel.

9/9:

Professional Branding

Mainly focused on resume review and critique. Solid resume content can be used for your LinkedIn profile, elevator speech and interviewing.

9/23:

Finding Your Ideal Opportunity/Networking

Open forum to discuss networking, with tips of how to make the most of networking opportunities.

10/14:

Interviewing Part 1

The basics, including how to overcome your obstacles (we all have them).

10/28:

Interviewing Part 2

The PAR method to showcase you at your best.

11/11:

Negotiating the Offer and Starting Out Right

11/25:

No Meeting

12/9:

Using December to Network and Plan Your 2016 Job Search.

December can be a very effective time to gain job search momentum.

12/23:

No Meeting